

Sierra College

ADMINISTRATIVE PROCEDURE

AP 4106

Nursing Programs

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References: Education Code Sections 66055.8, 66055.9, 70101-70106, 78260, 78261, 78261.3, 78261.5, 87482, 89267, 89267.3, and 92645; Title 5 Sections 55060 et seq. and 55521; Health and Safety Code Section 128050

NURSING PROGRAMS

Drug Testing upon Admission to the Clinical Component

Students are admitted to the nursing program pending a negative drug test. Admission will be withdrawn for a student whose test comes back positive or with a urine PH out of testing range (not attributable to a prescription medication).

Procedure for Drug Testing Students

Students admitted to the nursing program will be notified of the procedure to follow for the drug test by the nursing program. All costs associated with testing are the responsibility of the student. Tests will be conducted by a qualified laboratory using established methods and procedures. Confidentiality of the student as well as the integrity of the urine sample will be protected.

The procedure for collection, as determined by the collection site, will involve a witness to the voiding of the urine sample, securable urine containers, and chain of custody procedures. The urine sample will be screened for drugs. A drug test will be presumed positive if any of the drugs listed in Exhibit A (attached hereto) are found. Presumed positives will be confirmed by a second test from the original urine sample. If the test is positive, the available urine sample will be used to determine the presence or absence of drug abuse. The testing laboratory will notify only the nursing program administrator of the test results. The nursing program ensures confidentiality of results by making the information available only to the student and appropriate nursing program administrators.

Drug Testing after Admission

Drug testing for any student in the clinical component can be requested by the nursing program

administrator. The cost of this drug testing will be borne by Sierra College. The procedure for testing is described in the above section. Refusal by a student to submit to testing will result in that student's dismissal from the nursing program. A student whose test comes back positive, or with a urine PH out of testing range (not attributable to a prescription medication) will be dismissed from the nursing program. Other appropriate disciplinary action may be initiated as necessary.

Any student who voluntarily reports that he/she has a chemical dependency problem will be referred for counseling by the nursing program. Conditions, if any, for continued participation in the program will be at the discretion of appropriate nursing program administrators. The student will submit to drug tests as requested by the nursing program administrator and will be dismissed if a positive drug test is obtained.

Admission/Readmission after a Positive Drug Test

A student whose admission is withdrawn or who is dismissed from the nursing program due to a positive drug test will be considered for readmission if the following conditions are met:

- Submit to an evaluation for substance abuse by a program approved for evaluation of drug use and/or a treatment program, and complete the prescribed treatment program.
- Submission to a drug test prior to admission/readmission. This drug test will be at the student's expense. A positive drug test will result in ineligibility for admission/readmission.
- Submission to random drug tests as requested by the nursing program after admittance to the clinical component. This drug test will be at the student's expense. A positive drug test will result in permanent dismissal from the nursing program.

Nursing Program Drug Testing Waiver Agreement

I understand that as a requirement for admission to the nursing program, I must submit to a drug test at a designated laboratory, which will provide the result of the test to the administrator of the nursing program. I understand that if the test result is positive, I will be denied admission to the nursing program. I further understand that I will be subject to drug tests while enrolled in the nursing program clinical component. A positive drug test or refusal to submit to testing will result in dismissal from the nursing program

BY SIGNING THIS DOCUMENT, I INDICATE THAT I HAVE READ, I UNDERSTAND, AND I AGREE TO THE NURSING PROGRAM DRUG TESTING POLICY. I UNDERSTAND THAT A NEGATIVE DRUG TEST IS REQUIRED FOR ADMISSION AND FOR PROGRESSION IN THE NURSING PROGRAM.

THIS SIGNED DOCUMENT CONSTITUTES MY CONSENT FOR DRUG TESTING BY A DESIGNATED LABORATORY. IT ALSO CONSTITUTES CONSENT FOR THE LABORATORY TO RELEASE THE RESULT OF MY DRUG TEST TO THE

ADMINISTRATOR OF THE NURSING PROGRAM

Date

Name of Student

Faculty Procedure for Reasonable Suspicion of Drug Use by Students

The nursing program maintains a drug-free environment. Random drug testing is conducted. Additionally, any nursing student who demonstrates behavioral changes suspected to be related to the use of drugs will be subjected to testing. The nursing faculty member's decision to refer a student for drug testing will be based on, but not limited to: observable phenomena such as direct observation of drug use; or physical symptoms or manifestations of being under the influence of a drug, including, but not limited to, erratic behavior, slurred speech, staggered gait, flushed face, dilated/pinpoint pupils, wide mood swings, and deterioration of work performance; or information that a student has caused or contributed to an accident that resulted in injury requiring treatment by a licensed health care professional; or conviction by a court, or being found guilty of a drug or controlled substance offense.

Testing will be conducted using the following procedure:

- The faculty member will have another faculty member or licensed health care professional confirm the suspicious behavior. If a witness reports behavioral changes, the faculty member will ask the witness to have another licensed health care professional confirm the behavior.
- The student will be asked to leave the area and go with a faculty member and a witness (as defined above) to discuss the situation in a location ensuring privacy and confidentiality. The discussion will be documented, and the decision to refer for drug and/or alcohol testing will be made. In the case of a clinical situation, faculty may visit the site or confer by telephone with the student. A witness should be included in the telephone conference.
- If the decision is to refer the student for drug testing, the student should be instructed on where and when to report for testing:
 - Provide the student with a list of collection sites (available in the nursing program administrator's office).
 - Instruct the student to report for testing immediately if possible, or if this is not reasonable, provide a time frame not to exceed 24 hours.
- The faculty member notifies the nursing program administrator of the referral.
- The faculty member completes a **Faculty Report of Reasonable Suspicion of Drug Use** form and submits the report to the nursing program administrator as soon as possible.
- The student will be suspended from all clinical activity until the case has been reviewed by the nursing program administrator. If the drug screen is negative, the nursing program

administrator will notify the faculty to readmit the student to the course without penalty. If the test is positive the student will be dismissed from the program.

Faculty Report of Reasonable Suspicion of Drug Use

Please use the space below to provide a detailed description of the student’s behavior. All information is to be kept confidential. Please return the form in a sealed envelope to the nursing program administrator as soon as possible. Notify the nursing program administrator by telephone immediately to request a drug test.

1. Name of Student: _____

2. Date of Incident: _____

3. Time of Incident: _____

4. Location of Incident: _____

5. Detailed description: include any behavioral, visual, olfactory or auditory observations.

Speech (normal, incoherent, confused, change in speech, slurred, rambling, shouting, using profanity, slow, etc.).

Coordination (normal, swaying, staggering, lack of coordination, grasping for support).

Performance (unsafe practices, unsatisfactory work).

Alertness (change in alertness, sleepy, confused).

Demeanor (change in personality, fighting, excited, combative, aggressive, violent, argumentative, indifferent, threatening, antagonistic).

Eyes (bloodshot, dilated).

Clothing (dirty, disheveled).

Other observed actions or behaviors.

List reports of complaints of student behavior from personnel or other students.

List unexplained absences or tardiness.

6. Did the student admit to use of drugs? _____ No _____ Yes

Comments:

7. Were drugs discovered? _____ No _____ Yes

Comments:

8. List witnesses to student's behavior:

9. Was the student referred for drug testing? _____ No _____ Yes

If Yes: What were your instructions including the time frame.

Faculty Name: _____

Date : _____

Exhibit A

The Medical Professional Panel Drug Screens includes alcohol, common street drugs, and those drugs that health care workers have access to and abuse. Drugs monitored include:

Alfentanil

Butorphanol (Stadol)

Fentanyl

Ketamine

MDMA (ecstasy)

Nalbuphine (Nubain)

Sufentanil

Tramadol

Alcohol

Amphetamines

Barbiturates

Benzodiazepines

Cannabinoids

Cocaine

Methadone

Opiates

Phencyclidine

Propoxyphene

See Board Policy 4106